

Self-regulating system of personnel management

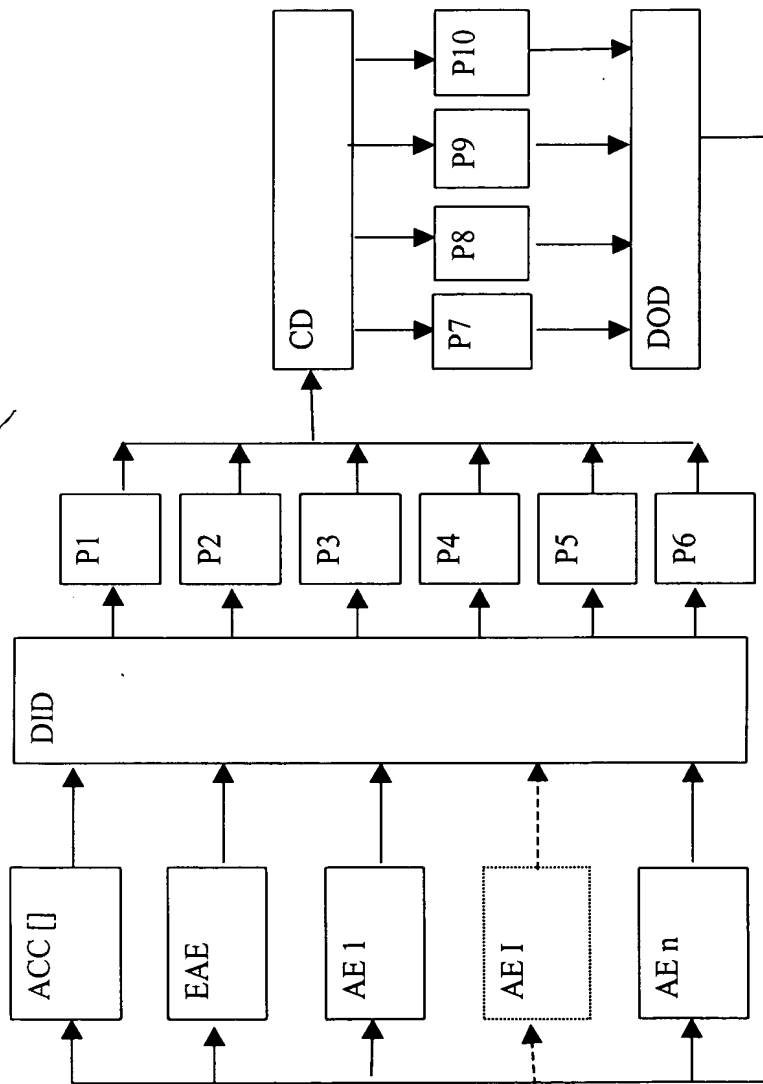


Fig. 1

Input description and restriction of staff parameters.

Code	Name	Dept.	Position	Input in the process	SC		ER		ISHARE	
					min	max	min	max	min	max
B										
C										
D										
E										
F										
G										
H										
I										
J										
K										

Restriction computing device parameters

Parameters	min	max
I_cm - wages fund (WF) to be distributed by the system		
I_m - wages fund (WF) to be distributed by the manager of the working process		
L_col - the share of collective labor in the working process regulated by the system		
IWI_min - minimal threshold IWI value (involvement index) that triggers re-calculation of input and wages shares of the staff in the work process		
IWI_max - maximal IWI value that triggers re-calculation of input and wages shares of the staff		
ICI - the change index of employee's share of input and wages in work process (damping index);		
XIWI - threshold value of test-question (parameter) importance rating, used in selecting test-question to calculate IWI;		
XNC - threshold value of problematic parameter rating recommended for next work cycle of the system;		
NT- the number of problematic testing between system configuration.		

Fig 2

Personnel time-sheet index registry (P2)

	NAME	Dept., position	Assigned time	Actually worked time	TI
B					
C					
D					
E					
F					
G					
H					
I					
J					
K					

Fig. 3

	NAME	Dept., position	Current input	Recommended	
				Input	Share
B					
C					
D					
E					
F					
G					
H					
I					
J					
K					

Fig 4

Registry of the computing device parameters and unified staff parameters (P4)

System configuration test for process №										
Subject Parameter	B	C	D	E	F	G	H	I	J	K
SC – susceptibility to control										
ER – expertise ratio										
ISHARE – share of input in the process										
Solution generator parameter	I_cm	I_m	L_col	IWI_min	IWI_max	ICI	XIWI	XNC	NT	
Date:	Notes									

Fig. 5

Problematic parameters' description registry (P5, P10)

№	Problematic parameters	Current rating
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		

Fig. 6

Registry of
problematic
parameters ratings (P6,
P7, P8)

Test-card for process #											
KC №	A	B	C	D	E	F	G	H	I	J	K
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
Date:				Notes:							

Fig. 7

Registry of the system's current status and generated solutions (P9)

Parameter	I_cm	WF_cm	I_m	WF_m	WF_gr	L_col	IWI_min	IWI_max	ICI	XIWI	XNC	NT	
Value													
Conflict (*)													
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Code	Subjects	Salary	Total inputs	Admin. reserves	Input percent	Share of input	P from CM	Bonus	Redistributable amount	TK	ISHARE from CM	ISHARE accepted	(*)
B													
C													
D													
E													
F													
G													
H													
I													
J													
K													
L													

1	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Code	ER from CM	ER accept. t.	(*)	SC from CM	SC accept	(*)	KП IWI	IWI manager.	IE manager	P from manager, col	IWI gr	IE gr	P from group col	P from CM	Recom. input	Share of recom. input
B																
C																
D																
E																
F																
G																
H																
I																
G																
K																
L																

Fig. 8

Computing Device Work Algorithm

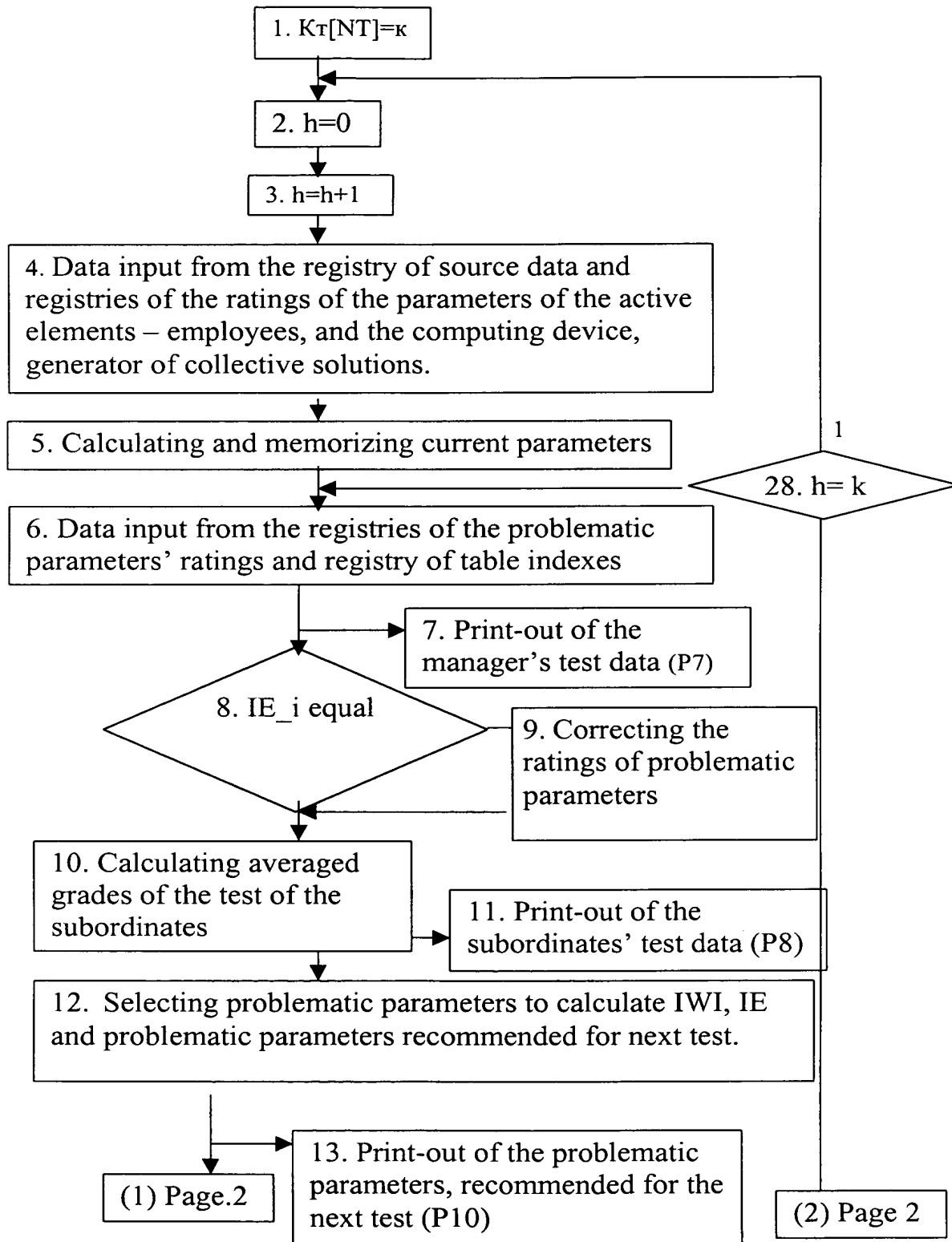


Fig.9

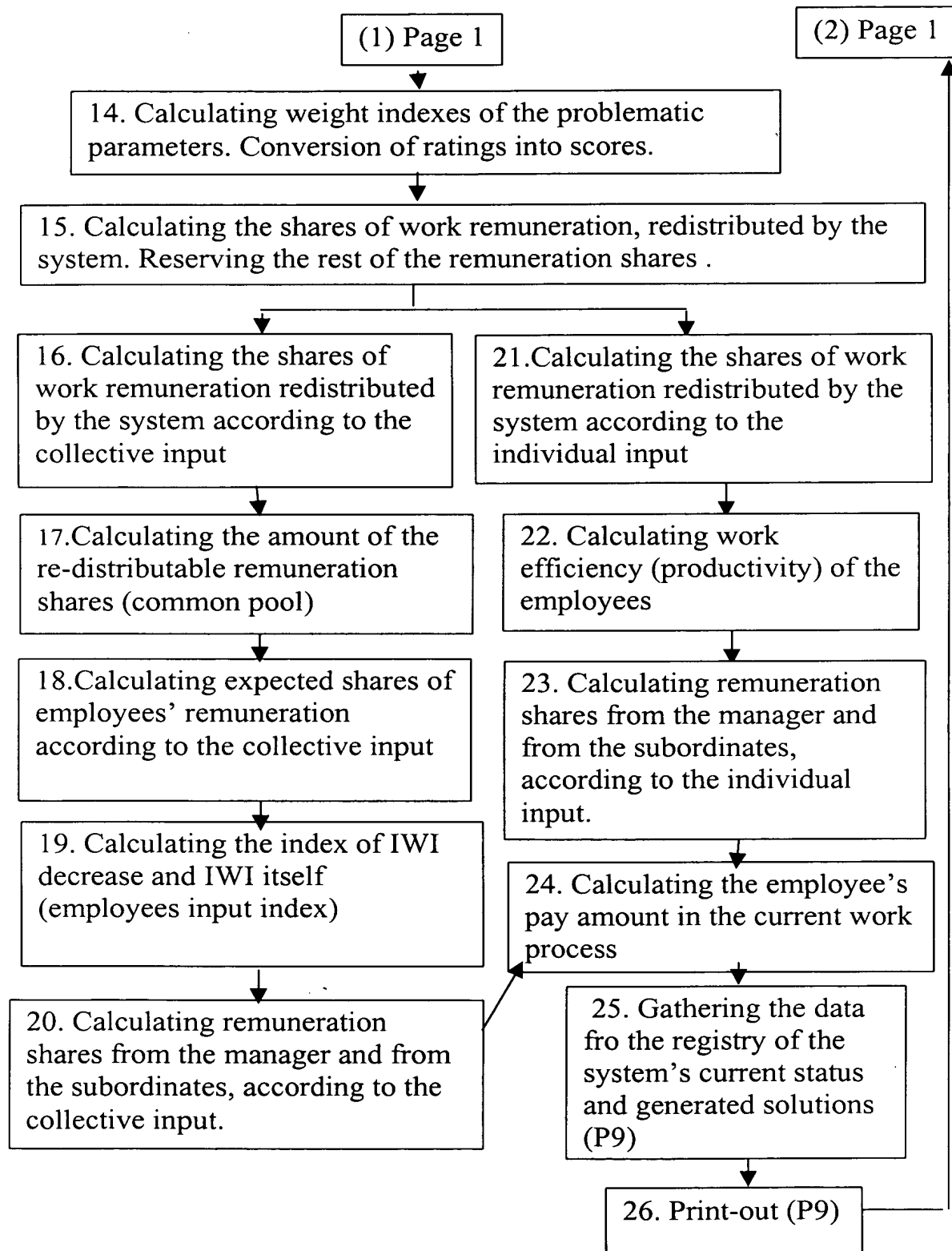


Fig.9